

DEPLOYMENT BRIEFING

“Dealing with Impact of
Deployment on Nursing”

Agenda

- Effects of Deployment on Junior Officers
- Can we support the missions?
- Promoting Mental Health
- Deployment Readiness
- Recommendations

Effects on Junior Officers

- A. Attrition -
 - “I’m Getting Out” attitude.
 - Deployments too long
- B. Recruiting
 - ROTC – decline in scholarship applicants
- C. Direct Accessions
 - Standards are lower (age, experience)
 - Are we training Accession Nurses to be all they can be?
- D. Morale/Staffing
 - Decreased staff, increased acuity = increased workload and poor morale.

Can We Support the Missions?

Answer = Yes, *but...*

A. Reserves/National Guard

- Backfill
- Skills degradation
- Civilian/community workforce

B. Civilian Hiring Process

C. Military

- Approaching burnout!
- Not Deployable ready- Hurricane Katrina/21st CSH/USNS Comfort

Promoting Mental Health

- Recuperation time: Is it enough?
- Debriefings
- Support groups
- Chaplain services
- Behavior Health
 - Are they equipped?
 - Are they being used effectively?

Deployment Readiness

- Individual readiness:
 - Basic soldier skills
 - Clinical skills
 - Health Issues
 - Personal/family
 - NG/Reserve: civilian v. military job

Recommendations

- Junior Officer:
 - Aggressive recruiting
 - Length of deployments decreased to 6 months
 - Incentive and recognition programs for Officers
 - Mentoring and inspirational briefs
- Supporting the Missions:
 - Contract/civilian hiring, GWOT \$
 - Stabilization after deployments
 - PROFIS personnel need to be integrated sooner with unit

Recommendations

- Mental Health:
 - Mandatory individual debriefings post-deployment
 - Mental Health services for those who are taking care of OIF/OEF Soldiers
 - Remove stigma with seeking assistance
 - Need Stress/anxiety training briefs and counseling geared toward military nurses
 - Psych Nurse deployed with each unit
 - Ensure tracking of Guard/Reserve soldiers
- Pre deployment Training for Nurses
 - Tactical Combat Casualty Care
 - Overview of Medical/Surgical Nursing/Deliveries
 - Stress briefs
 - Trauma
 - Death and Dying

Questions?